

KALEIDA HEALTH  
1199/SEIU UNITED HEALTHCARE WORKERS EAST  
COMMUNICATIONS WORKERS OF AMERICA

2022 CONTRACT NEGOTIATIONS

Union Proposal

Date Presented: March 16, 2022

Employer Counterproposal

Date Presented: March 31, 2022

Article 4  
Non-Discrimination

Neither the Employer nor the Union shall discriminate against an employee on the basis of age, race, creed, national origin/ethnicity, religion, color, national origin, gender identity or expression, sexual orientation, genetic characteristics, veteran or military status, sex, disability, Union Activity, or marital status, ~~citizen status, familial status, gender identity, observance of a Sabbath, political activities, use of a service dog, prior arrests or criminal accusations, prior convictions, domestic violence victim status~~ all or other protected characteristics as defined by State or Federal laws.

Unless the clear context requires otherwise, gender-specific terms used throughout this Agreement are intended to apply equally to all gender identities.

TA [Signature] 4/7/22

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